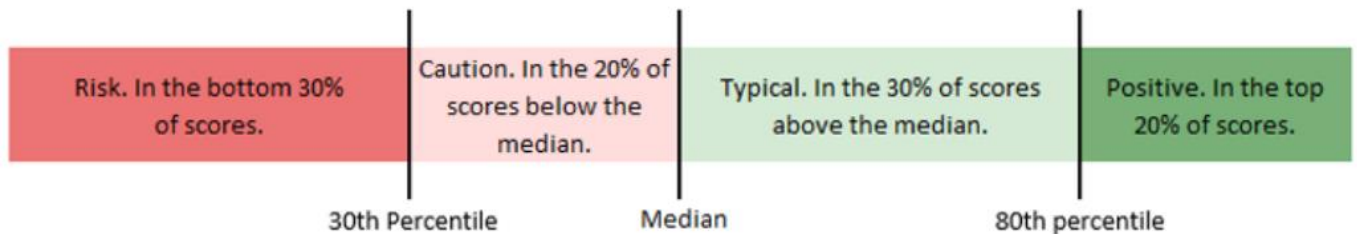
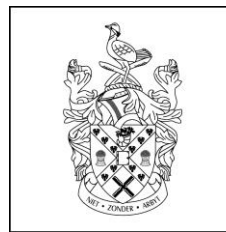




## Appendix B - Robertson Cooper Health and Wellbeing surveys summary

1. Two Health and Wellbeing surveys have been undertaken by Robertson Cooper, an industry leader in collecting and analysing comprehensive data about employee experiences and comparing an organisation's employees against benchmarked data from 90,000 employees in other organisations (in the public and private sectors.) The first survey was conducted pre-trial and included all staff, and the second was conducted during the trial and included only the staff involved in the trial. The results showed there had been a positive impact on staff wellbeing following the introduction of the four-day week trial.
2. A comparison of the survey results can be found below
3. Below are screenshots of the dashboards from the 2022 and 2023 surveys, so you can visually compare the results. The key for the results is as outlined in the image below. Risk, which means in the bottom 30% of scores, is dark red. Caution, which is in the 20% of scores below the median, is light red. Typical, which is in the 30% of scores above the median, is light green. Positive, which is in the top 20% of scores, is dark green.

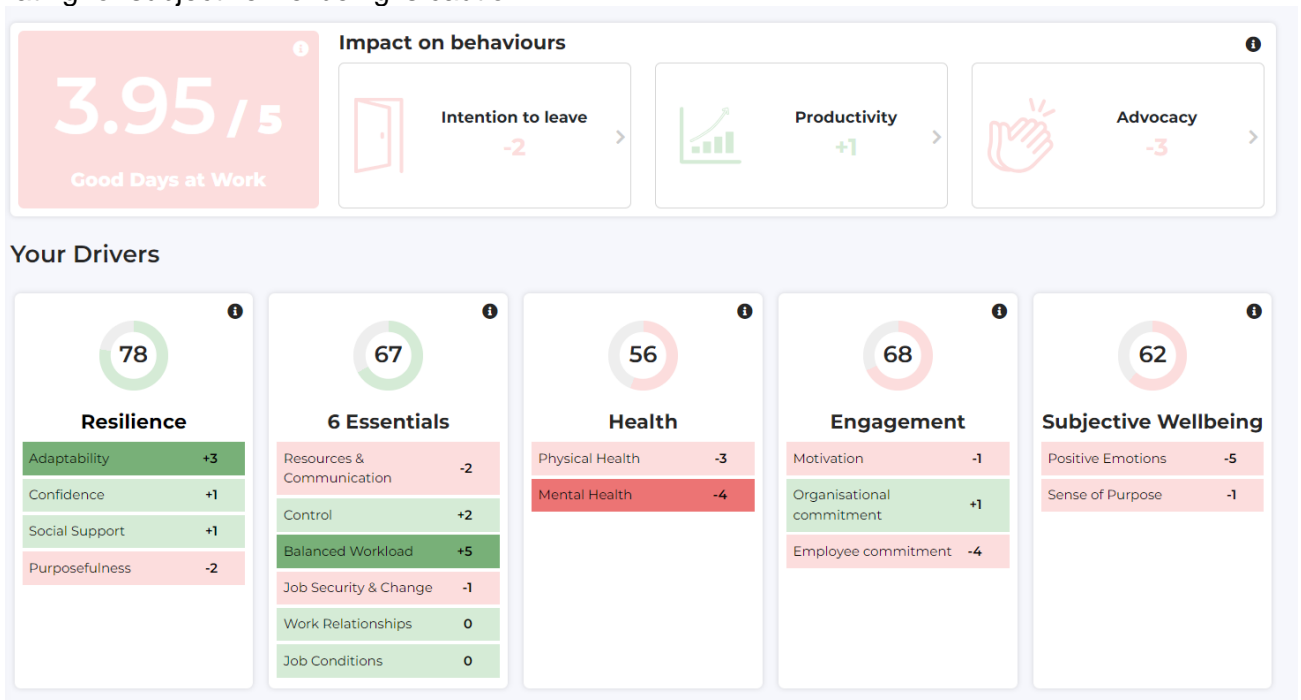




#### 4. All staff dashboard

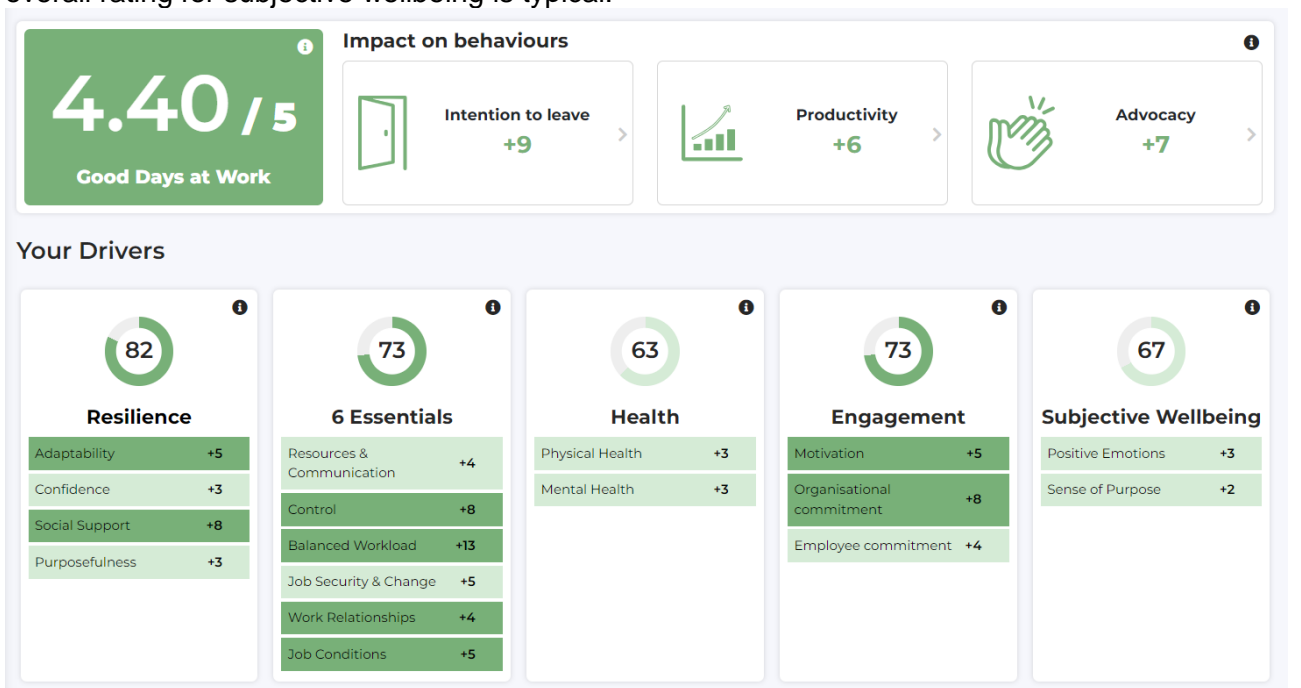
2022 – 310 respondents

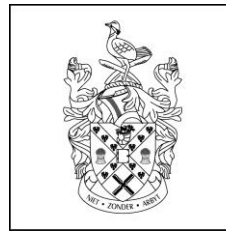
The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is caution. The overall rating for engagement is caution. The overall rating for subjective wellbeing is caution.



2023 – 331 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is typical. The overall rating for engagement is positive. The overall rating for subjective wellbeing is typical.

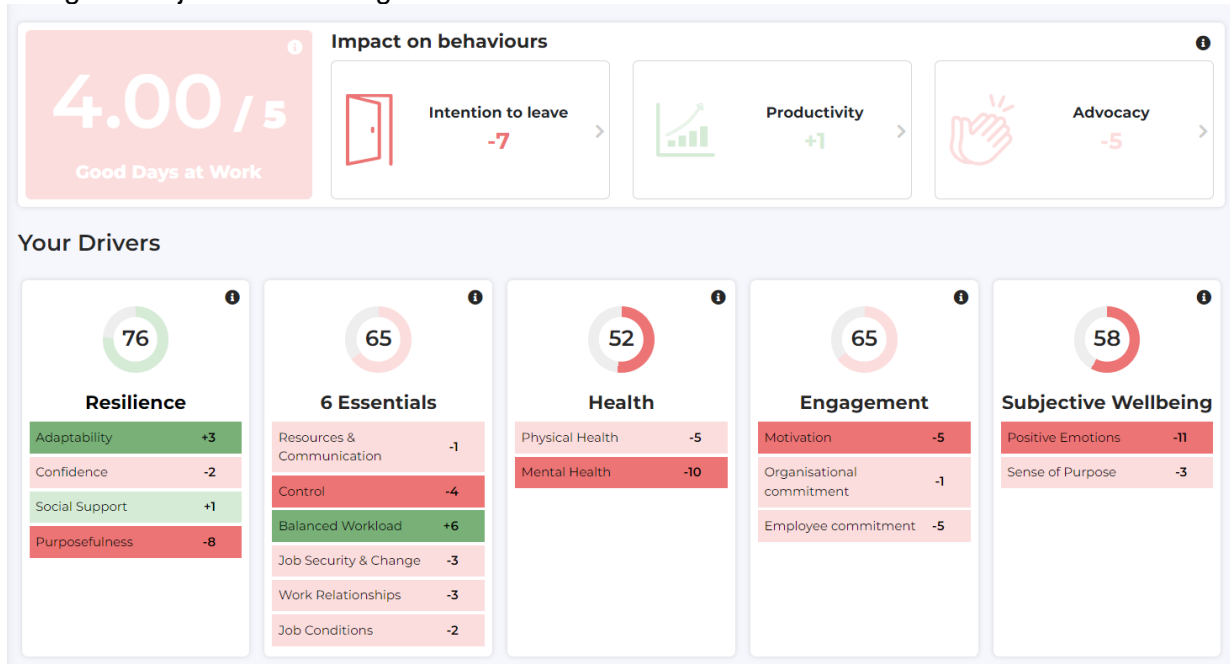




## 5. Part time staff

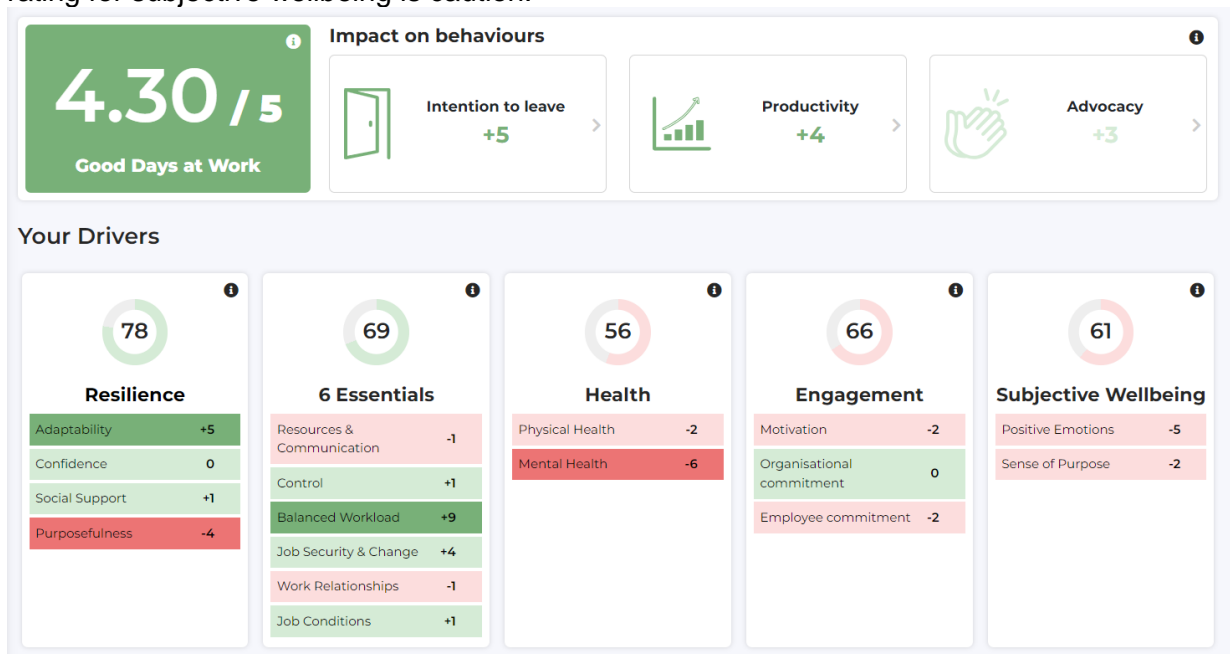
2022 – 49 respondents

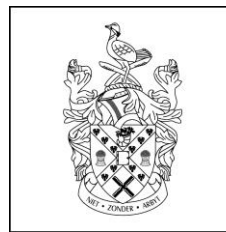
The overall rating for resilience is typical. The overall rating for 'six essentials' is caution. The overall rating for health is risk. The overall rating for engagement is caution. The overall rating for subjective wellbeing is risk.



2023 – 56 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is caution. The overall rating for engagement is caution. The overall rating for subjective wellbeing is caution.

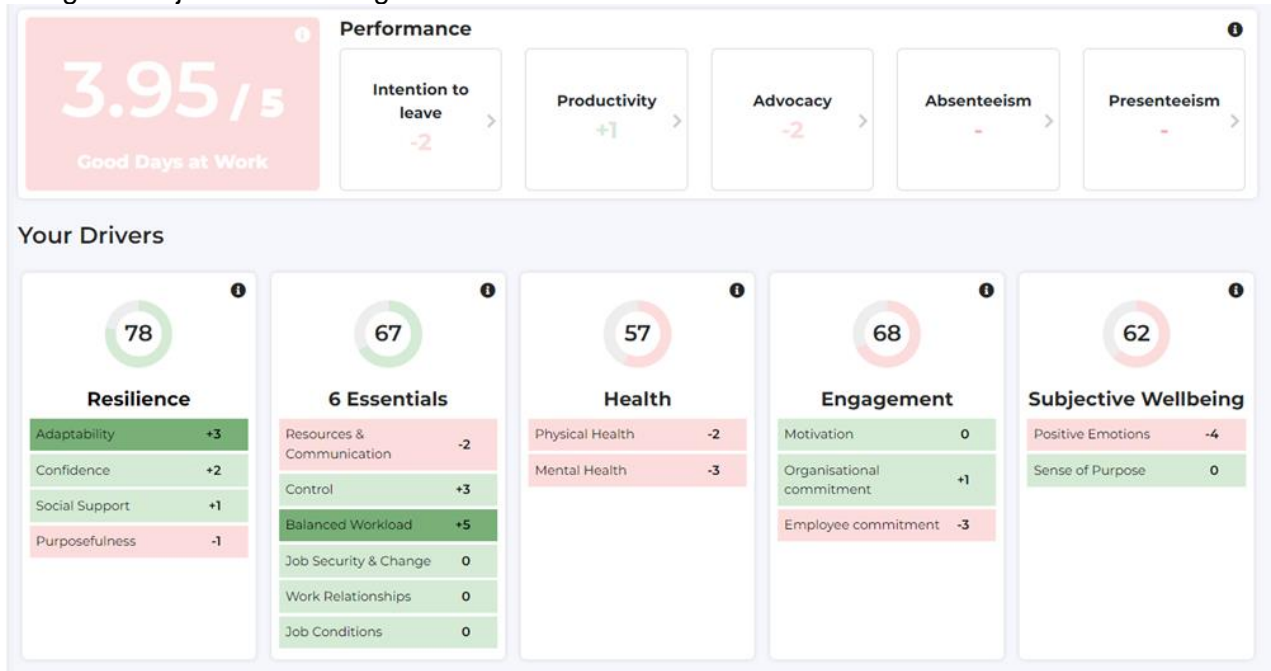




## 6. Full time staff

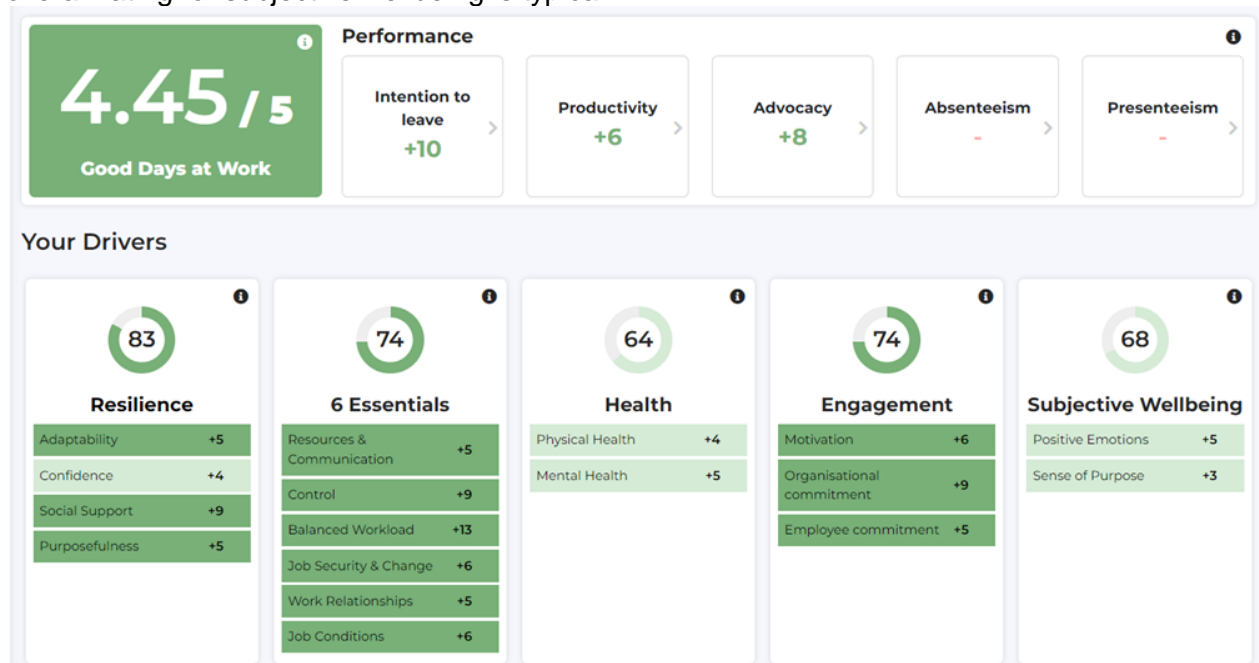
2022 – 261 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is caution. The overall rating for engagement is caution. The overall rating for subjective wellbeing is caution.



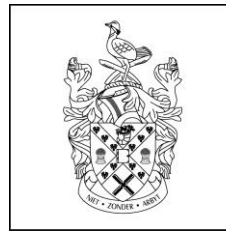
2023 – 275 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is typical. The overall rating for engagement is positive. The overall rating for subjective wellbeing is typical.





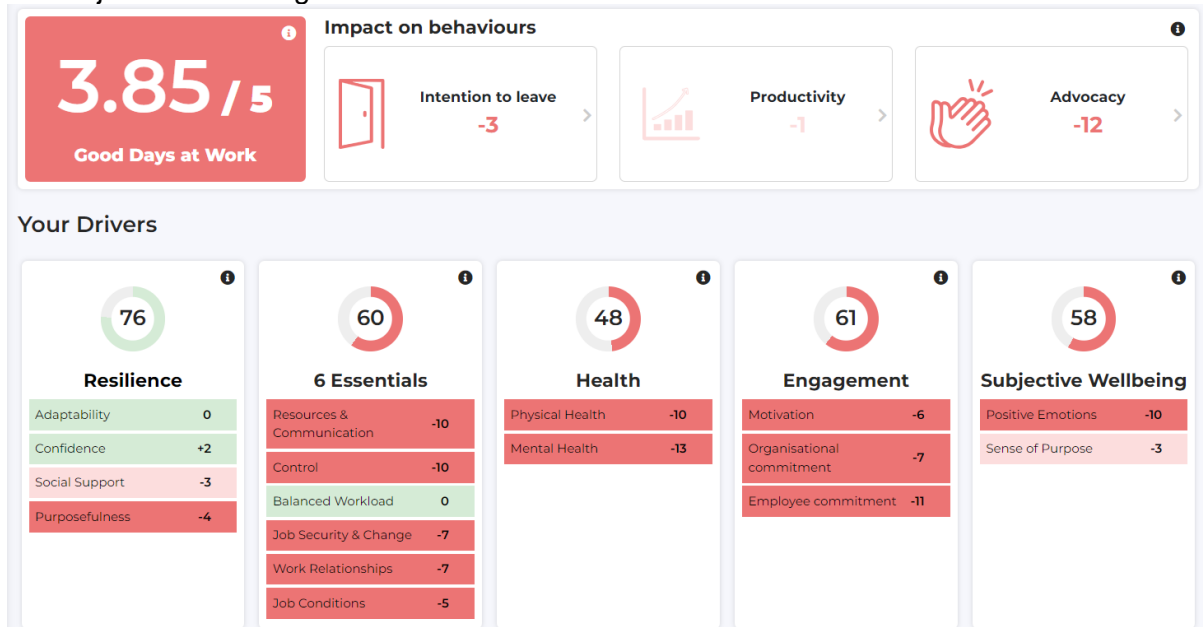
**South  
Cambridgeshire**  
District Council



## 7. Disabled staff

2022 – 37 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is risk. The overall rating for health is risk. The overall rating for engagement is risk. The overall rating for subjective wellbeing is risk.



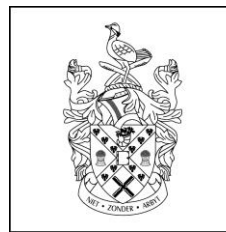
2023 – 30 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is caution. The overall rating for engagement is positive. The overall rating for subjective wellbeing is positive.





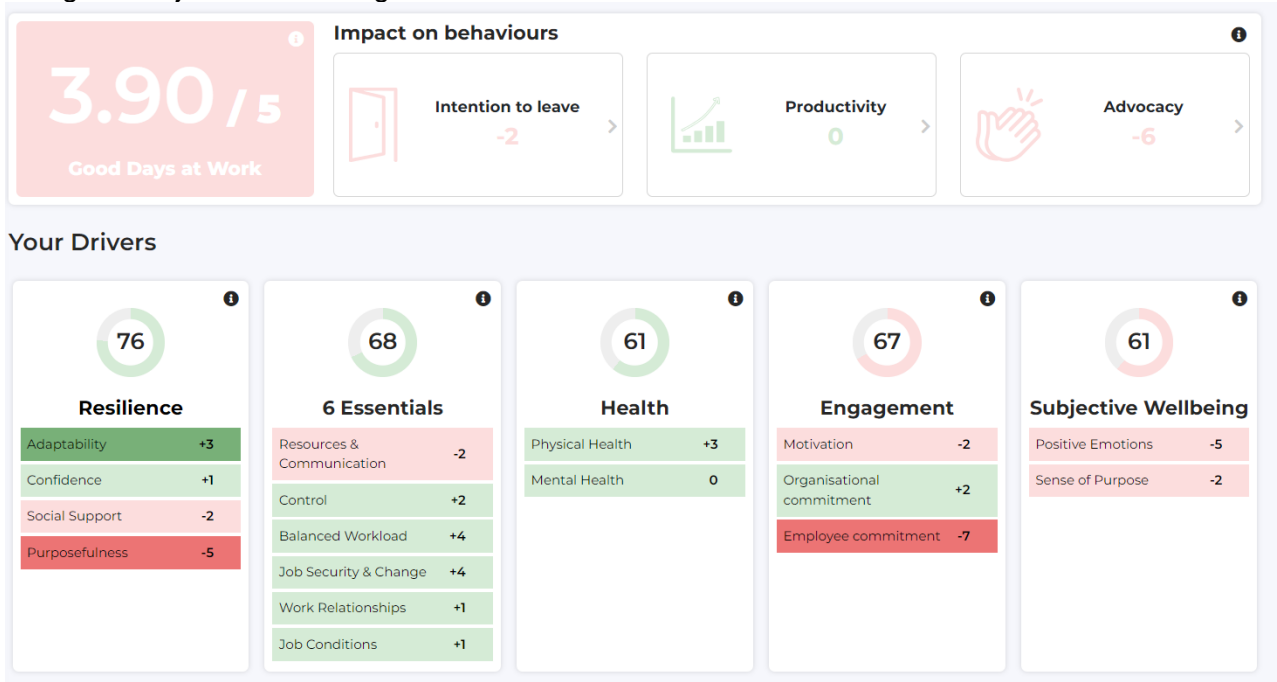
**South  
Cambridgeshire**  
District Council



## 8. Male employees

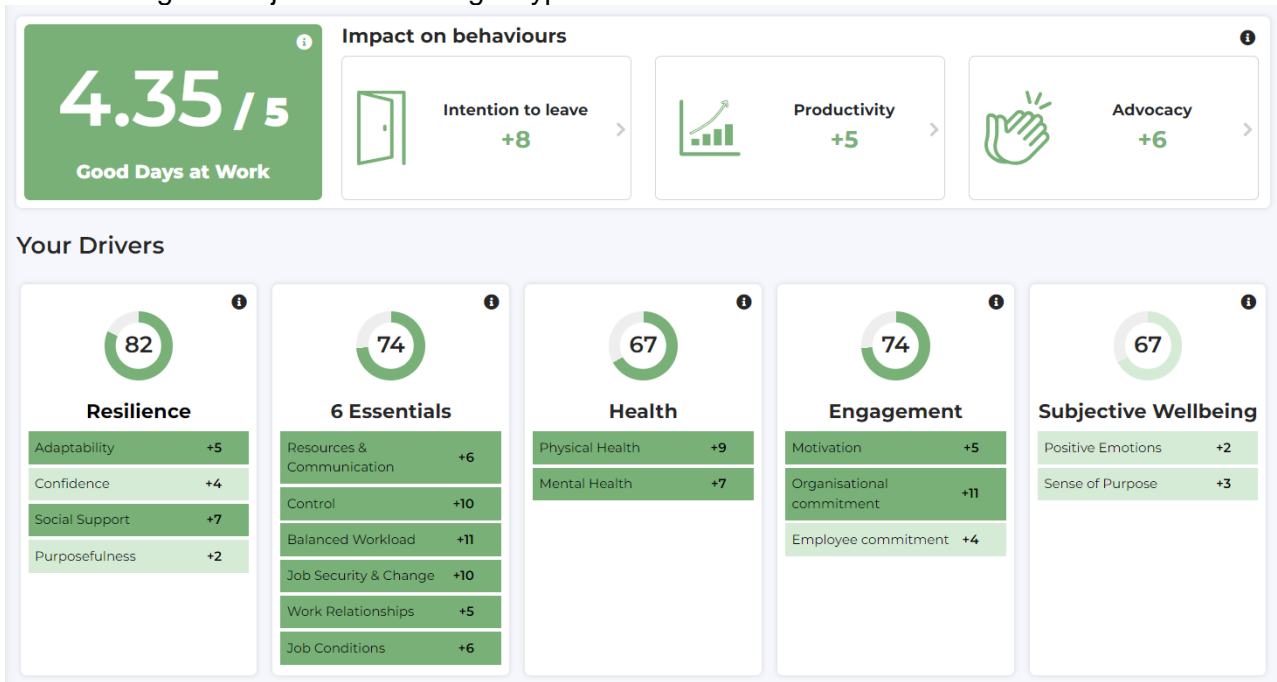
2022 – 117 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is typical. The overall rating for engagement is caution. The overall rating for subjective wellbeing is caution.



2023 – 100 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is positive. The overall rating for engagement is positive. The overall rating for subjective wellbeing is typical.



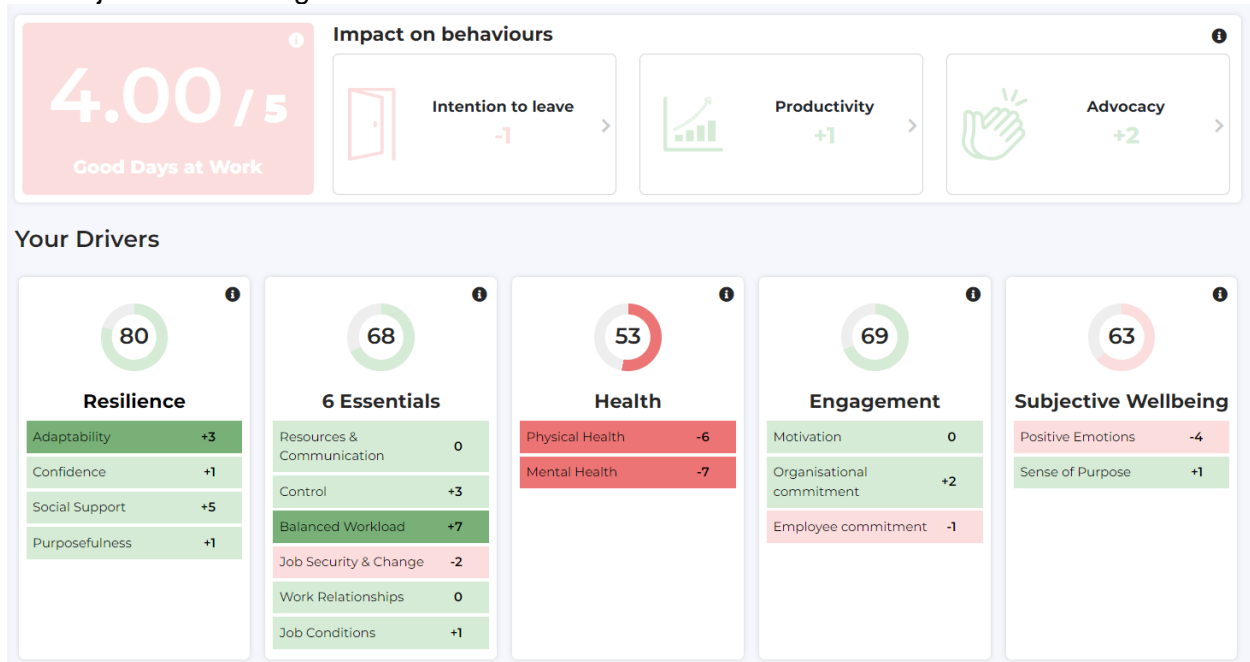




## 9. Female employees

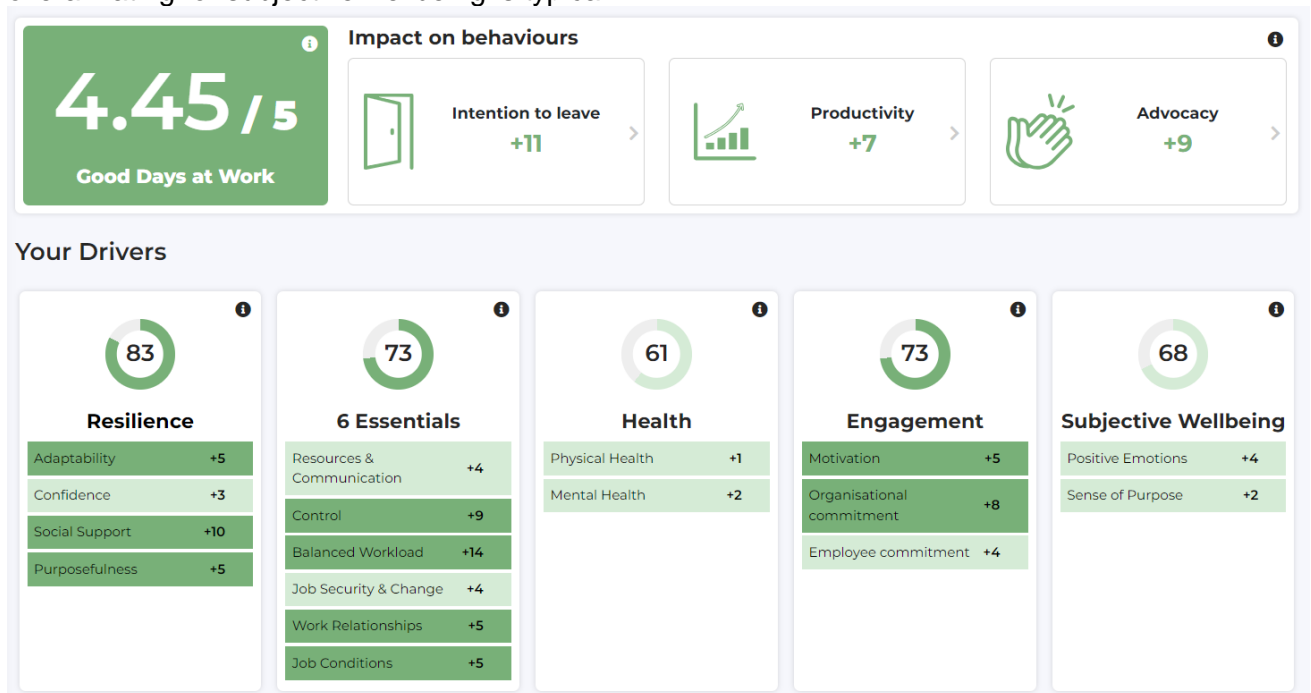
2022 – 175 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is risk. The overall rating for engagement is typical. The overall rating for subjective wellbeing is caution.

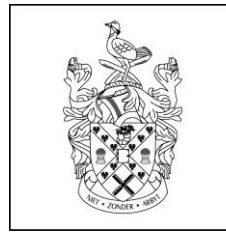


2023 – 221 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is typical. The overall rating for engagement is positive. The overall rating for subjective wellbeing is typical.

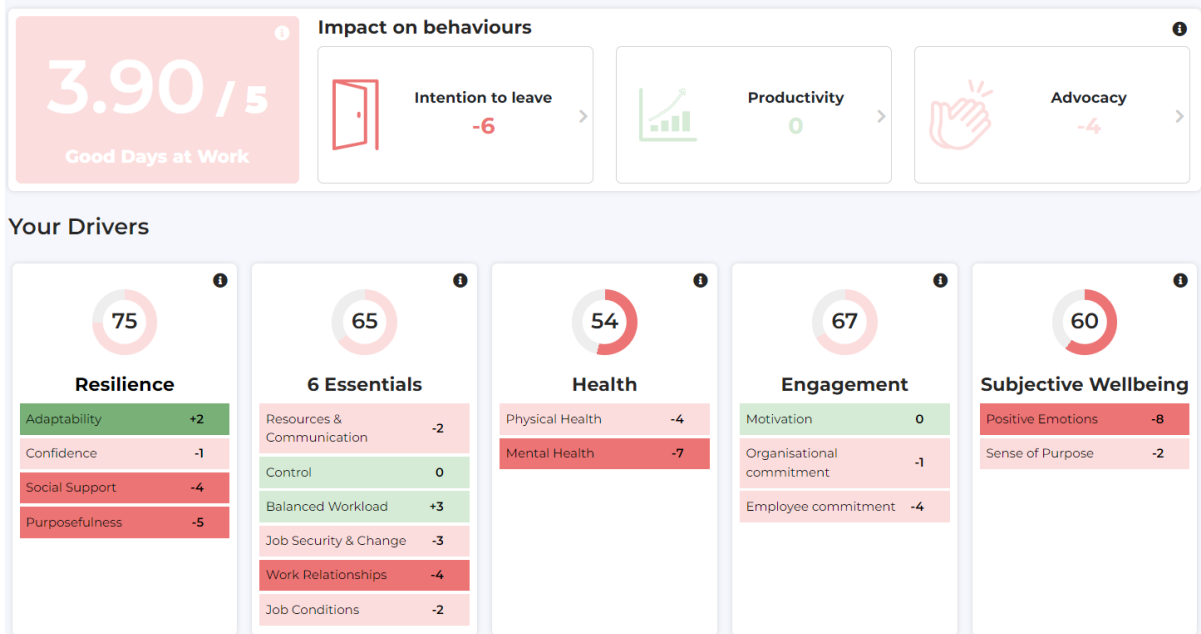


## 10. Childcare responsibilities



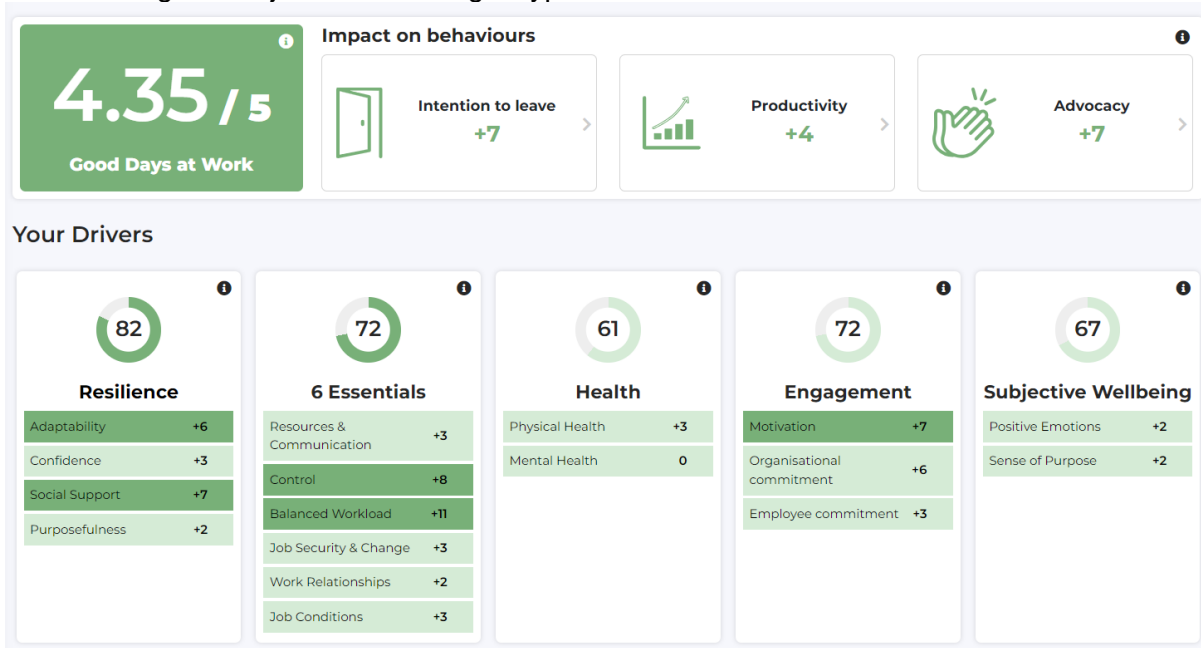
2022 – 107 respondents

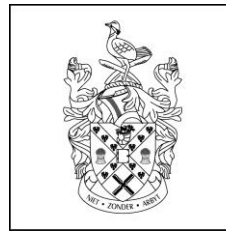
The overall rating for resilience is caution. The overall rating for 'six essentials' is caution. The overall rating for health is risk. The overall rating for engagement is caution. The overall rating for subjective wellbeing is risk.



2023 – 112 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is typical. The overall rating for engagement is typical. The overall rating for subjective wellbeing is typical.

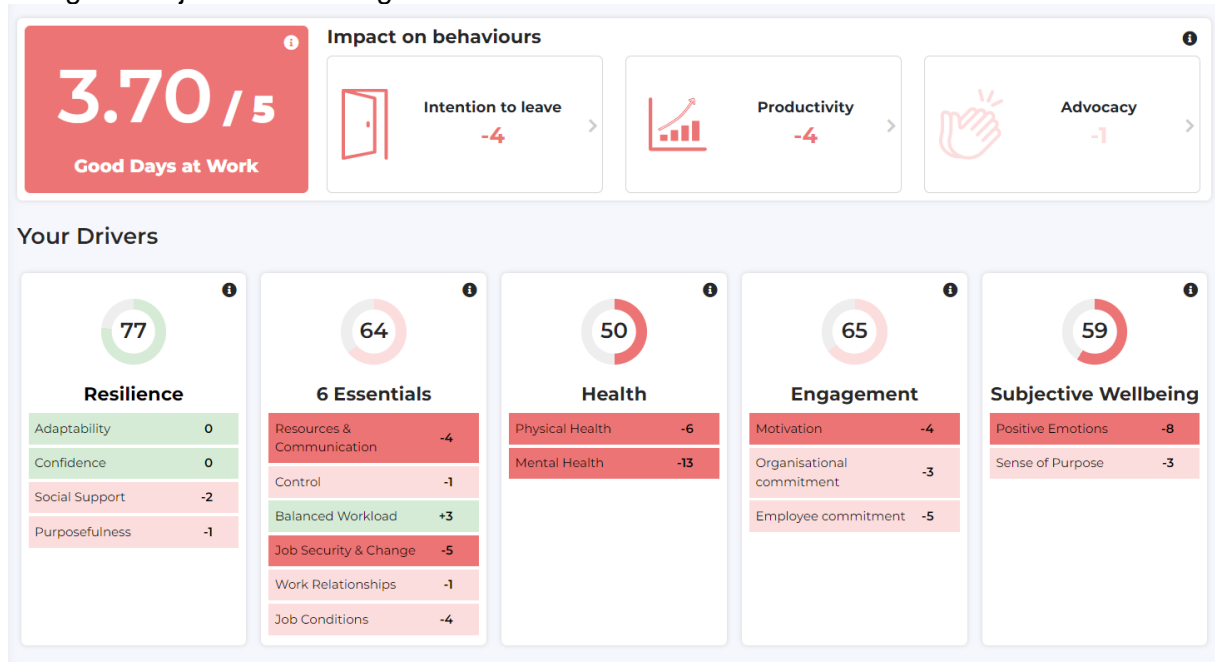




## 11. Caregiving responsibilities

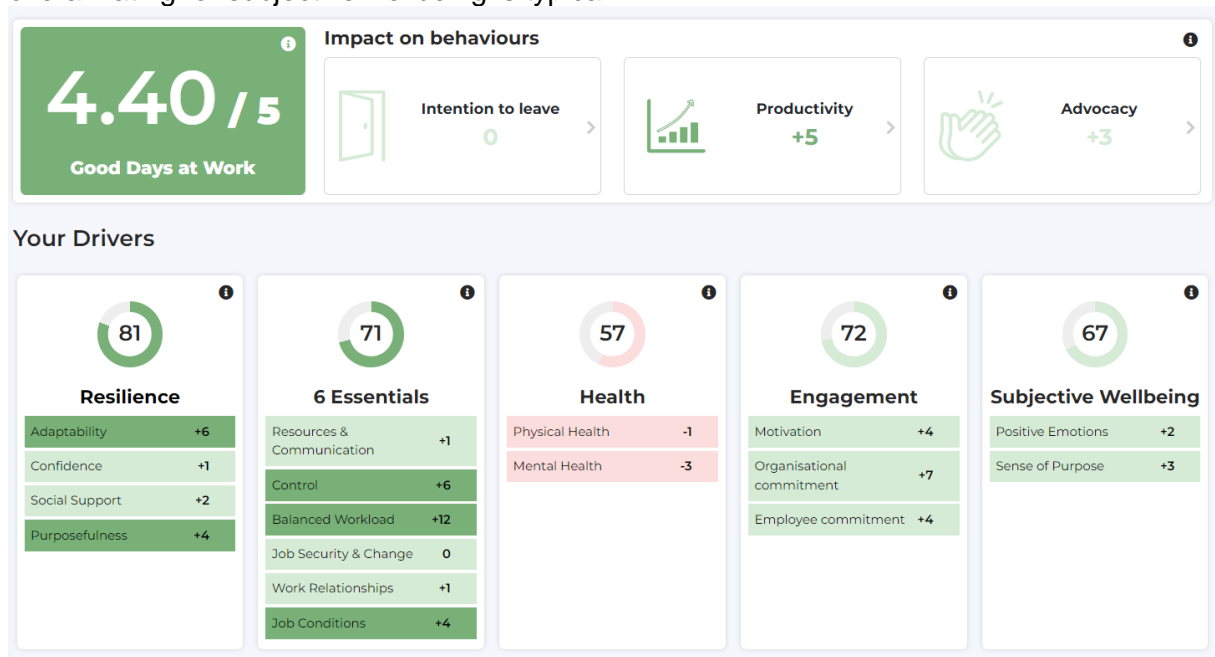
2022 – 45 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is caution. The overall rating for health is risk. The overall rating for engagement is caution. The overall rating for subjective wellbeing is risk.



2023 – 47 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is caution. The overall rating for engagement is typical. The overall rating for subjective wellbeing is typical.



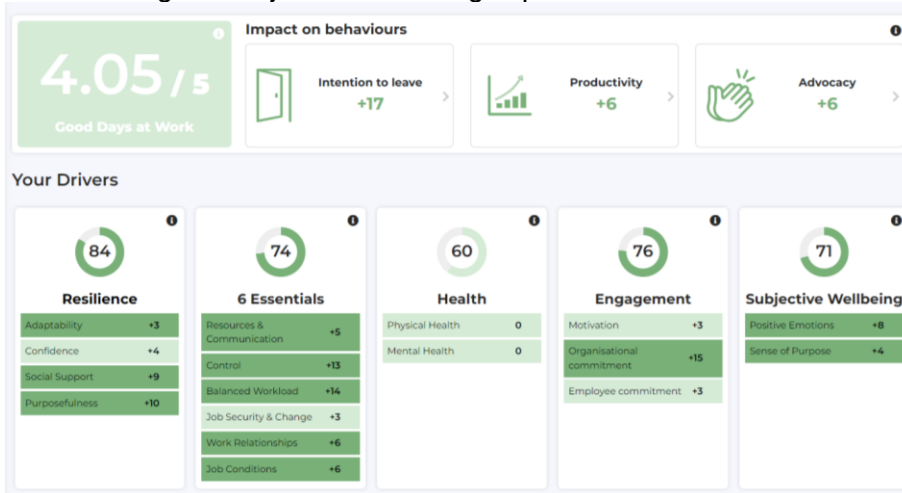


## 12. Length of service

### 2022

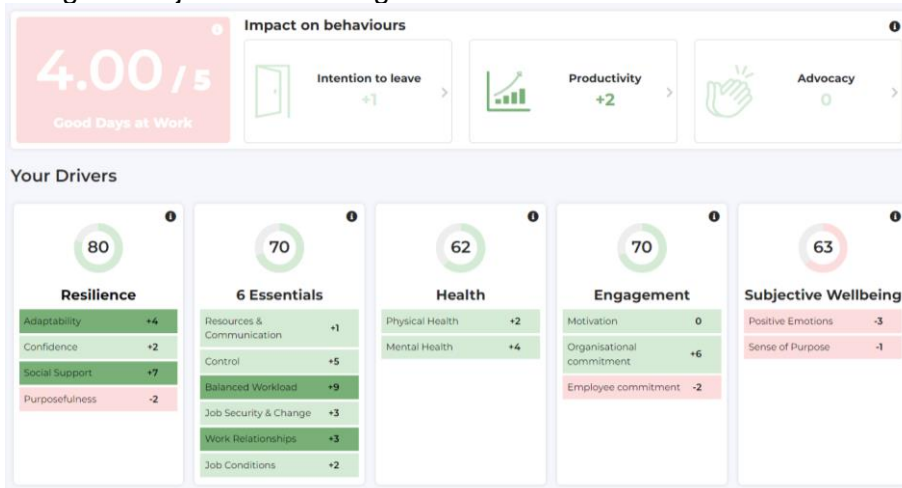
Less than 1 year – 31 respondents

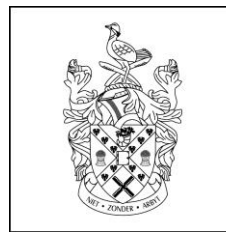
The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is typical. The overall rating for engagement is positive. The overall rating for subjective wellbeing is positive.



1-3 years – 77 respondents

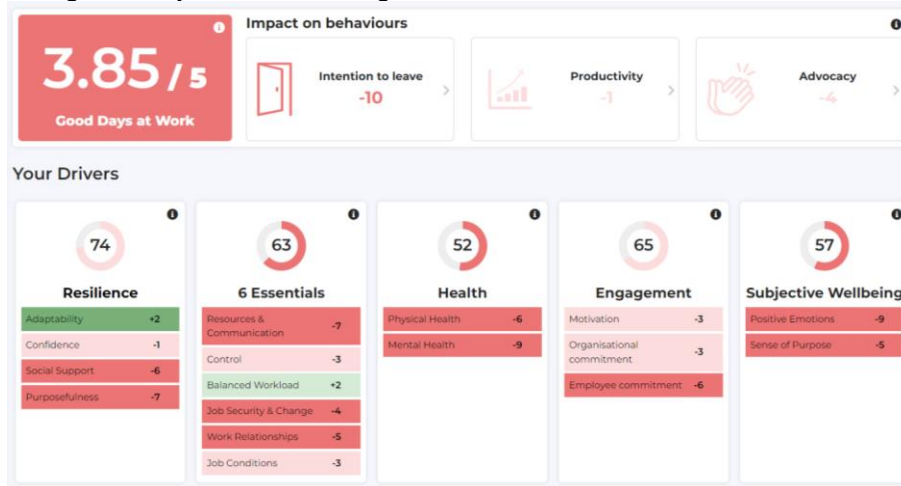
The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is typical. The overall rating for engagement is typical. The overall rating for subjective wellbeing is caution.





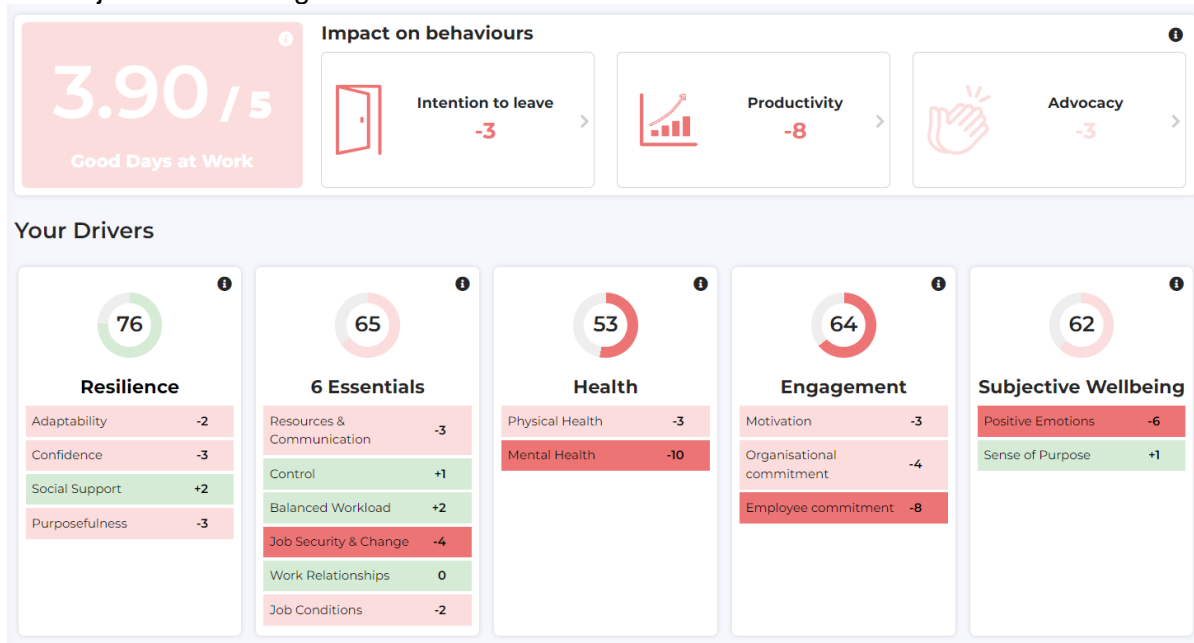
### 3-6 years – 88 respondents

The overall rating for resilience is caution. The overall rating for 'six essentials' is risk. The overall rating for health is risk. The overall rating for engagement is caution. The overall rating for subjective wellbeing is risk.



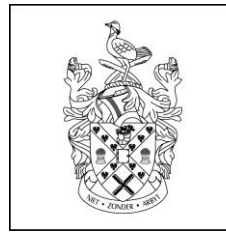
### 6-10 years – 31 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is caution. The overall rating for health is risk. The overall rating for engagement is risk. The overall rating for subjective wellbeing is caution.



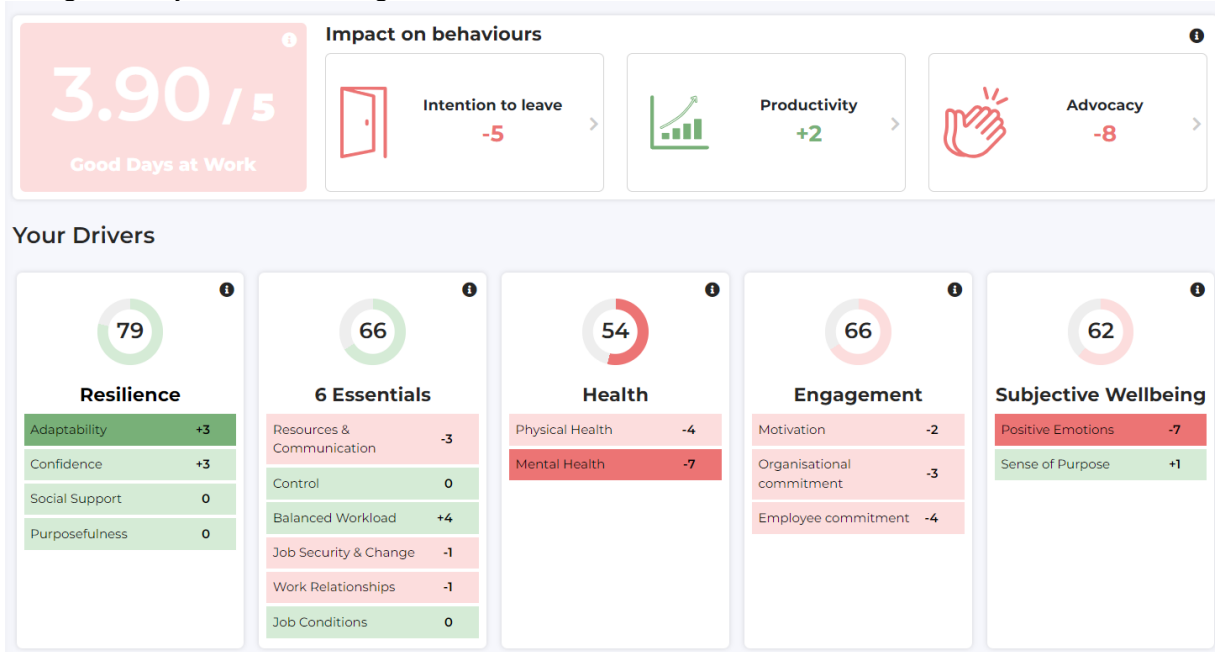


**South  
Cambridgeshire**  
District Council



More than 10 years – 82 respondents

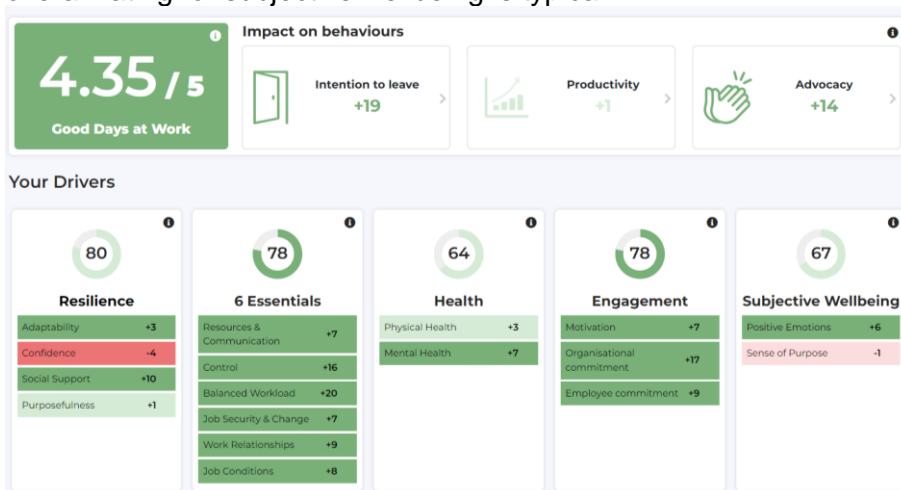
The overall rating for resilience is typical. The overall rating for ‘six essentials’ is typical. The overall rating for health is risk. The overall rating for engagement is caution. The overall rating for subjective wellbeing is caution.



**2023**

Less than 1 year – 44 respondents

The overall rating for resilience is typical. The overall rating for ‘six essentials’ is positive. The overall rating for health is typical. The overall rating for engagement is positive. The overall rating for subjective wellbeing is typical.





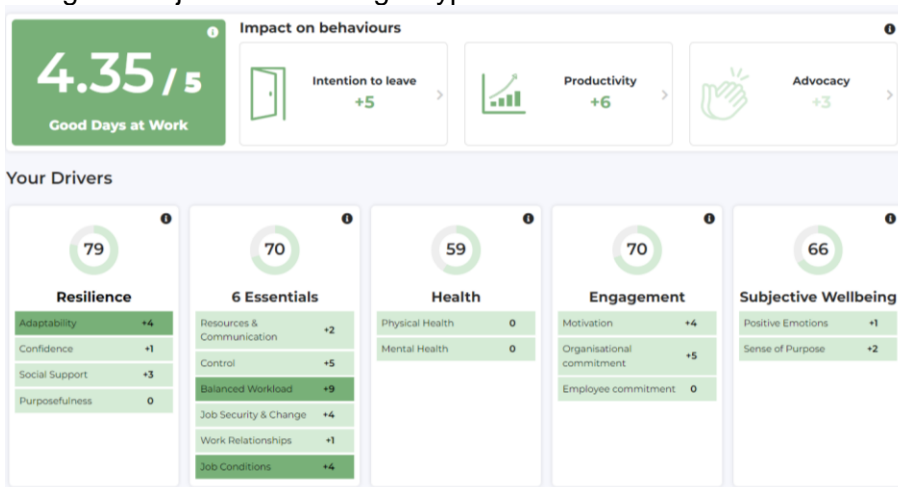
### 1-3 years – 74 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is positive. The overall rating for engagement is positive. The overall rating for subjective wellbeing is positive.

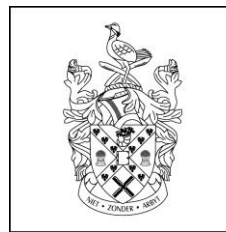


### 3-6 years – 94 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is typical. The overall rating for engagement is typical. The overall rating for subjective wellbeing is typical.







### 6-10 years – 37 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is typical. The overall rating for engagement is typical. The overall rating for subjective wellbeing is typical.



### More than 10 years

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is typical. The overall rating for engagement is typical. The overall rating for subjective wellbeing is typical.

